

Baker College Teacher Preparation Program

Candidate and Graduate Performance Data

Initial Programs

2014-15 through 2019-20

Michigan Department of Education Candidate Survey – Efficacy Ratings (Satisfaction of Completers – Standard 4.4)

Area	2014-15	2015-16	2016-17	2017-18	2018-19
High Quality Learning Experiences	96.1%	98.2%	100.0%	89.5%	100%
Using Content - Real World Problems and Local/Global Issues	90.7%	95.2%	94.2%	91.4%	94.7%
Technology	89.6%	94.3%	99.1%	87.7%	93.7%
Special Populations	80.4%	94.6%	93.9%	92.3%	90.5%
Learning Environments	95.6%	94.6%	100.0%	90.3%	93.0%
Effective Use of Data	85.9%	92.9%	94.2%	89.2%	96.5%
Critical Thinking	91.1%	97.6%	98.6%	91.4%	94.7%
Field Experiences and Clinical Practice	93.8%	94.3%	97.4%	91.6%	95.8%
Overall Efficacy	90.1% N=90	95.2% N=56	97.2% N=23	90.4% N=31	94.7% N=19

Michigan Department of Education College Supervisor Survey – Efficacy Ratings

Area	2014-15	2015-16	2016-17	2017-18	2018-19
High Quality Learning Experiences	98.9%	100%	100%	100%	98.7%
Using Content - Real World Problems and Local/Global Issues	99.4%	99.1%	97.6%	98.2%	100%
Technology	97.2%	98.0%	98.9%	98.4%	98.8%
Special Populations	100%	100%	100%	100%	100%
Learning Environment	99.6%	100%	97.1%	98.8%	94.7%
Effective Use of Data	100%	99.4%	95.5%	98.9%	100%
Critical Thinking	100%	99.4%	96.4%	100%	100%
Overall Efficacy	99.2% N=91	99.4% N=57	97.9% N=23	99.2% N=31	98.9% N=19

Michigan Department of Education Cooperating Teacher Survey – Efficacy Ratings

Area	2014-15	2015-16	2016-17	2017-18	2018-19
High Quality Learning Experiences	98.2%	91.4%	89.1%	98.4%	98.6%
Using Content - Real World Problems and Local/Global Issues	98.8%	93.8%	96.8%	94.4%	94.3%
Technology	100%	94.3%	88.2%	99.0%	96.4%
Special Populations	95.5%	95.8%	93.3%	98.8%	100%
Learning Environment	95.1%	90.3%	90.7%	97.3%	92.7%
Effective Use of Data	100%	88.1%	91.0%	95.9%	100%
Critical Thinking	93.3%	87.3%	93.3%	100%	100%
College Partnership	95.5%	81.9%	95.1%	96.1%	97.1%
Overall Efficacy	98.4% N=21	90.4% N=22	93.0% N=26	97.3% N=26	97.4% N=14

See 2019-2020 data below:

Michigan Department of Education Teacher Candidate 2019-2020- Efficacy Ratings

Category	Items	Responses	# Great or Moderate Extent	# Overall Responses	EPI Efficacy	Statewide Efficacy
Instructional strategies and assessment	9	20	180	180	100.00%	95.94%
Meeting student needs	8	20	153	160	95.63%	91.52%
Professional Awareness*	8	20	133	160	83.13%	83.03%
Clinical Experience and Program Prep	8	20	158	180	87.78%	90.63%
Technology	3	20	60	60	100.00%	97.79%
Professionalism	3	20	59	60	98.33%	99.75%
Core Practices*	4	20	80	80	100.00%	99.11%
Overall Readiness	1	20	20	20	100.00%	99.34%
Overall Efficacy					95.45%	94.04%

*Not included within the calculation of overall efficacy

Michigan Department of Education Candidate Supervisors 2019-2020-Efficacy Ratings

Category	Items	Responses	# Great or Moderate Extent	# Overall Responses	EPI Efficacy	Statewide Efficacy
Instructional strategies and assessment	9	20	171	180	95.00%	95.51%
Meeting student needs	8	20	141	160	88.13%	89.92%
Technology	3	20	58	60	96.67%	96.74%
Professionalism	3	20	58	60	96.67%	99.04%
Impact	1	20	20	20	100.00%	99.57%
Core Practices*	4	20	80	80	100.00%	98.76%
Overall Readiness	1	20	20	20	100.00%	99.15%
Partnership Strength*	7	20	139	140	99.29%	96.75%
Overall Efficacy					93.60%	94.60%

*Not included within the calculation of overall efficacy

Programs Included in the Most Recent Accreditation Cycle

The following programs were part of the last accreditation review:
<ul style="list-style-type: none"> ● Elementary Early Childhood ● Elementary Language Arts ● Elementary Math ● Elementary Social Studies ● Secondary English ● Secondary Math ● Secondary Social Studies

Michigan Test for Teacher Certification (MTTC)

Official Pass Rates from the Michigan Department of Education

	3 Year Cumulative Pass Rate						
	2011-14	2012-15	2013-16	2014-17	2015-18	2016-19	2017-2020
Baker College	74.1%	74.0%	71.5%	80.1%	86.1%	84.0%	85.2%
State of Michigan	87.3%	87.0%	86.8%	88.5%	89.4%	90.5%	89.9%

Employment Rates for Graduates with Initial Certification

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020
Percent of Available Graduates Employed in Related Field	93.9%	84.0%	100%	88.2%	87.5%	90%
Percent of Available Graduates Continuing their Education	1.2%	2.0%	0.0%	6.9%	0.0%	0.0%
Available Graduates	N=82	N=50	N=16	N=17	N=31	N=19

Effectiveness Rating of Graduates (Standard 4.2)

The Michigan Department of Education provides effectiveness ratings data for the last three years of graduates. This data is generated from the 2018-2020 time frame. Some of the graduates had one year of data, some had two years of data, and some had three years of data depending on when they graduated. 95.5% of the graduates were rated as effective or highly effective, 4.5% were rated as minimally effective and no students were rated as ineffective.

Graduation Rates

	2014-15	2015-16	2016-17	2017-18	2018-19
Percent students who graduated within 3 years after admission.	76.5%, (n=26/34)	91.3%, (n=21/23)	100% (n=28/28)	90% (n=18/20)	80% (n=24/30)
Percent of those who graduated, who are certified	85.2%, (n=23/27)	81.0% (n=17/21),	82.1% (n=23/28)	88.8% (n=16/18)	75% (n=18/24)
Additional notes	One grad took more than 3 years		Two 2019 grads still working on certification	2 still working on certification	2 still active

Impact on K-12 learning (Standard 4.1)

Graduating Year	Name	Measure	Effect Size
2014	Grad A	Unit Test	7 th grade: 2.47 8 th grade: 4.43
2014	Grad B	DIBELS	FSF: 1.35 LNF: 0.85
2014	Grad C	NWEA Reading	Reading: 1.11
2014	Grad D	NWEA Math	Math: 0.45
2015	Grad E	Star Math Star Reading	Math: 1.19 Reading: 0.86
2015	Grad F	Star Math	Math: 0.26
2015	Grad G	Unit Test	Math: 2.03
2016	Grad H	Unit Test	English: 5.26

2016	Grad I	NWEA Math NWEA Reading	Math: 0.73 Reading: 1.10
2017	Grad J	NWEA Reading NWEA Math NWEA Language	Reading: 0.38 Math: 0.04 Language: 0.36
2017	Grad K	iReady Math	Math: 0.08
2017	Grad L	NWEA Reading	Reading: 0.76
2018	Grad M	DRA Reading	20 of 23 students showed growth
2018	Grad N	NWEA Science NWEA Reading NWEA Math	Science: 0.50 Reading: 0.52 Math: 0.80
2018	Grad O	Unit test Social Studies	Social Studies: 3.07

Baker College is actively collecting growth data from graduates, and is exploring ways to summarize the data succinctly. The Covid 19 lockdown prevented the College from collecting data for the past year and a half as schools were closed intermittently due to the Governor's Executive Orders.

Michigan Department of Education Year-Out Survey – Efficacy Ratings

Satisfaction of Graduates, one year after leaving college (CAEP Standard 4.4)

I feel my teaching experience during this year:	2014 Graduates	2015 Graduates	2016 Graduates	2017 Graduates	2018 Graduates	2019 Graduates
was positively affected by the field experiences and clinical practice I had through my preparation program	90.9%	100%	100%	100%	100%	80%
included the ability to work with diverse students at my certificate grade level, including students with disabilities and English language learners, because of the preparation I received.	90.9%	100%	75%	100%	100%	96%
was shaped by the regular, constructive feedback provided by my college/university supervisor.	100%	100%	100%	100%	100%	90%
was better because of the opportunities I had to voice concerns and issues to my college/university supervisor.	81.2%	100%	100%	100%	100%	100%
was a product of the high expectations for my clinical practice and field experiences held by my college/university supervisor during my preparation	100%	100%	100%	100%	100%	80%
Overall Efficacy	92.7% N=11	100% N=2	95% N=4	100% N=6	100% N=7	89.2% N=10

Baker College – Principal Survey – Satisfaction of Employers – Standard 4.3

Which of the following components does your Baker College graduate demonstrate regularly?	2014 Graduates	2015 Graduates	2016 Graduates	2017 Graduates	2018 Graduates	2019 Graduates
Learner and Learning	80.0%	79.8%	75.5%	88.9%	90.1%	79.5%

Content Knowledge	87.8%	85.3%	78.6%	94.4%	83.3%	80.9%
Instructional Practice	76.7%	83.5%	67.9%	93.3%	72.3%	82.1%
Professional Responsibility	87.8%	81.4%	90.5%	94.4%	92.3%	90.5%
Technology	68.3%	76.5%	71.4%	80.6%	76.9%	82.1%
Overall Efficacy	80.4%	81.8%	76.0%	91.2%	82.3%	81.2%
	N=15	N=17	N=14	N=9	N=13	N=7
Percent of Principals noting graduates were well or very well prepared.	93.3%	88.2%	92.9%	100%	92.3%	85.7%

CAEP Standard 8 - Default Rate

Default Cohort Rate

2014-16.7%

2015-16.0%

2016-15.1%

2017-14.3%

Note: the College updates the rates each November.

Reflections

The MDE survey efficacy ratings remain high for the most recent cycle of data, above 94%. This indicates that the perception of teacher candidates, their college supervisors, and cooperating teachers remains high. Additionally, the teacher candidate efficacy rating was higher (95.45%) than the statewide average (94.04%) meaning the teacher candidates at Baker College perceive their preparation more favorably than the average of candidates statewide. Graduation rates of candidates appeared somewhat concerning. If the program were to have continued, it would be important to analyze why candidates might not persist. Another area Baker College might explore in greater detail would be the results of the principal survey. Though there were only 7 graduates included in the survey, Baker College might learn why the perception of 2017 graduates was higher than in years 2018 and 2019.